Online Material on School and Faculty Change

Use the following online resources to read and research about faculty and school change.

"Leading for Change: 5 Habits of Mind that Count"
>   by Tony Wagner, School Change Consulting.

Principals and superintendants often learn much more about how to manage problems than how to make change, and educators need exposure to and practice in the analytic skills foundational to effective problem solving. Instead of being characterized by reaction, compliance, and isolation, educators must be open to what Wagner labels five new habits of mind. These habits can be developed by asking the following questions: What is the problem? What is our theory of action? Who needs to own the problem? Who is accountable? What evidence can we track to measure if our strategies are working?

To read the article online, click here.
http://www.schoolchange.org/articles/leading_for_change.html

"Leadership Characteristics that Facilitate School Change"
>   by Sylvia Méndez-Morse. Paper posted by SEDL, a private, nonprofit education
>   research, development, and dissemination corporation based in Austin, Texas.

This paper seeks to determine the characteristics that appear to facilitate or impede the implementation of school improvement interventions for at-risk students. The paper begins with a brief review of some key leadership concepts. Next, there is a discussion of the characteristics found to be unique or common in effective educational leaders. Finally, this synthesis concludes with a discussion of the implications of leaders' characteristics on implementing or initiating change within an educational system. The information will be useful to practitioners attempting to implement an educational innovation or a system wide change at the school or district level. In addition, this information may be used for professional development. The information might also be useful for the evaluation and selection of individuals who are responsible for change efforts and for the development of training programs of educational leaders.

To read the paper online, click here.
http://www.sedl.org/change/leadership/

"Asking the Right Questions: A School Change Toolkit"
        A compilation sponsored by the U.S. Department of Education, Office of Educational
        Research and Improvement.

The purpose of this site is to help you maintain a "systems view" while undertaking school change. The site provides information about systems theory and describes an effective way to view school systems - by looking at them as consisting of three domains. In short, this site is intended to help you step away from the action in order to see the big picture of what's happening in your school system. We refer to this as taking a "balcony view." To help you take this "balcony view," this site encourages you to use needs assessment and evaluation processes to engage in reflective inquiry. It also provides guidance about which issues you might choose to focus on first when initiating a new systemic reform effort. This guidance is offered in view of the school factors that have been shown to have the biggest impact on student outcomes.

To look through the site online, click here.
http://www.mcrel.org/toolkit/

"A Design for Whole School Change"
        by the Center for Collaborative Education.

In order to improve and sustain student learning, schools need to focus deeply on (1) improving learning, teaching, and assessment, and (2) creating the structures and supports in schools that enable all students to learn at high levels, and all faculty to engage in continuous professional development and purposeful collaboration. In working for sustainable change, schools need to have the twin goals of high student achievement (high performance) and ensuring opportunity and success for each and every student (equity). The Center believes that whole school change is facilitated by collaborative work with schools in school-based as well as in external practices. This collaborative work includes onsite coaching, professional development, and teacher collaboration.

To look through the site online, click here.
http://www.ccebos.org/design.html